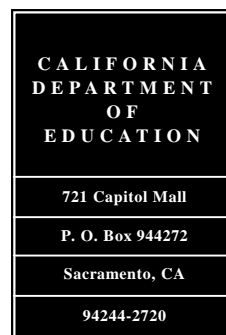




DELAINE EASTIN
State Superintendent of Public Instruction



March 9, 2001

To: Selected School District Superintendents and Charter School Principals

From: William L. Padia, Director
Policy and Evaluation Division

Subject: **Required Certification for Staff Performance Incentive Act Awards – Due May 1, 2001**

The purpose of this memo is to provide you with sufficient information for you to:

Certify the eligibility of your school(s) to receive awards under the Certificated Staff Performance Incentive Act, [Assembly Bill 1114 (Chapter 53, Statutes of 1999)].

Provide the California Department of Education (CDE) with the information necessary for us to notify the exclusive representatives of the bargaining units for teachers and other certificated staff for each of the awards eligible schools when the awards are apportioned as required by *Education Code* Section 44652 (copy attached).

On December 6, 2000, the California Department of Education sent you a letter and form requesting full-time equivalent (FTE) information necessary for us to begin preparing the apportionment for the Certificated Staff Performance Incentive Act. (This program can provide cash awards of up to \$25,000 per certificated staff member at schools that can certify that they have met the conditions adopted by the State Board of Education pursuant to *Education Code* Section 44651(b)).

We have finished compiling that information and are now ready to prepare the apportionment documents. However, before we can proceed with the apportionment, Section 44652 requires us to obtain certification that your charter school or the schools in your district that are eligible to receive the award have met all the necessary conditions.

These conditions (copy attached), adopted by the State Board of Education pursuant to *Education Code* Section 44651(b), require each school to have:

A 1999 Academic Performance Index (API) in deciles 1-5.

A 2000 API which demonstrates at least two times the school's annual growth target.

All numerically significant subgroups attain 80 percent of two times the school's API growth target.

A 95 percent participation rate on the Stanford 9 Achievement Test if the school is an elementary school or middle school, and a 90 percent participation rate if the school is a high school.

Demonstrated Stanford 9 (STAR) growth between 1998 and 1999.

Schools that meet these criteria and show the greatest gains over two times their annual growth target are eligible to receive the award. Schools have been ranked (within elementary, middle and high school classifications) based on their API gain, greatest to least, with Rank 1 representing the greatest gain.

Section 44652 requires the State Superintendent of Public Instruction (SSPI) to notify the exclusive representatives of the teachers and other certificated staff in each district of the availability of these funds at the time the awards are made. Therefore, we are asking that you **provide the names and addresses of each of the exclusive representatives of the bargaining units for teachers and other certificated staff.**

For your information, approximately 1,000 certificated staff in schools with the greatest gains over double their annual growth target will receive \$25,000 each; 3,750 certificated staff will receive \$10,000 each; and 7,500 certificated staff will receive \$5,000 each. Because this award program's funding is set at \$100 million, the CDE estimates that only schools with ranks in the following ranges actually will receive funds.

Estimated Ranks

Elementary schools – 1-210

Middle schools – 1-57

High schools – 1-32

The CDE web site where this information on school ranks is posted is:

<http://www.cde.ca.gov/psaa/awards>

The information on this web site indicates that you have one or more schools that may be eligible for this award. Using the enclosed "Directions for Completing the Certificated Staff Performance Incentive Awards Application Form," visit this web site, review the schools listed as eligible, and then certify (if appropriate) that your schools have met the required criteria. An enclosed certification has been provided for your convenience, and is also available on the web site.

In order for this apportionment to proceed, the requested information must be **received at the following address by close of business May 1, 2001.**

California Department of Education
Awards Unit
721 Capitol Mall, 4th Floor
Sacramento, CA 95814

Please Note: Pending litigation challenging the eligibility criteria could result in additional schools becoming eligible for this award. **These additional schools would affect the rankings substantially, in some cases causing schools to be "bumped" to a lower rank and therefore not receive funding.** The actual date of the apportionment could also be affected by the litigation. If the litigation is successful, the additional schools that are eligible to receive the award will be contacted and asked to submit the same information.

If you have any questions regarding this memo, please contact Jennifer Rousseve or Kathleen Seabourne, Consultants in the Awards Unit at (916) 657-3810.